Reward Trust

Annual Review for 2023-24
Budget Proposal for 2023-24 (Year 3/7)

Asha Austin

Jun 06, 2023
Part 1
Reward (Rural Education, Welfare and Resource Development) Trust focuses on providing teachers to under-staffed schools for children of dalits and tribals, classifies as improvement of government schools.

- Appointment of teachers through government is often delayed causing schools to not have teachers for years.
- Teachers are appointed by interview held by trustees.
- Also provide support for building infrastructure like library/lab in these schools.
- Reward Trust’s model all provides benefit the teachers involved by providing them an income, helps them get better over time which sometimes leads to permanent employment by government – overall uplifting the community around the schools.

Geographical area of focus is Irumbulicheri village of Kanchipuram district in Tamil Nadu (2hours from Chennai).

The trust was formed by a group of scientists from Indira Gandhi Centre for Atomic Research (IGCAR) in Kalpakam (15kms from Irumbulicheri). It has been working since 1990, but formalized in 2004.

- Since 2005, multiple chapters of Asha have supported Reward Trust, with this being the third year for Austin.
Mission and Vision

- Reward focuses on schools with teacher: student ratio of lower than 1:40, with mission to bring it to 1:10, 1:20, and 1:30 at Primary, Middle & High schools

- Reward conducts a SMART test (Self Motivation Assessment By Reward Trust) for students and teachers to improve the level of education for the students – 3 tests for students every year and 1 test for teachers in April

- A part of the trust’s mission is to enable students to participate in the All-India exams that motivates the students and sets them up for higher education
Strengths

- **Project delivery:**
  - Very established model with regular project updates by the trustees via whatsapp group with pictures from school classes
  - Trustees provide a list of teachers hired for the school and payment provided for the teacher
  - Monthly teacher training programs with experienced industry professionals conducting sessions
  - Summer project, camp for teachers
  - Expand to new schools

- **Team**
  - Kalavathi, the President of REWARD Trust and Ananthi, treasurer and handler of all administrative things at Reward
  - Melli Annamalai from Asha-Boston chapter is the chapter-wide steward coordinator for the project
Weaknesses

- **Fundraising:**
  - Project is strongly dependent on multiple chapters of Asha for funding and is growing their funding requirement year on year strongly.
  - So far this year, Asha has provided $84k to the project for 63 teachers
  - Goal is to find other sources of funding like crowd-funding of Support-a-teacher model but needs implementation

- **Government hiring:**
  - The changes in government hiring affects reward functions
    - Typically, when Reward takes a new school to support, they plan it to take for a full year and also ask the same assurance from the teachers.
    - Teachers get enticed by higher salaries
2022-23, first school year after COVID, tremendous demand for teachers in school

- Supported 73 teachers; Foreign support -55 Local support -18
- About 55 Govt Schools within 30 km radius around Kalpakkam Township.
- Asha Austin supported 12 teachers

- School Strength in Asha supported schools is about 1387 students, so annual students come out to be $61/student/year
Project Updates

19th Aug 2022

Glad to share that Neelamangalam High school has been awarded for securing 100% pass in class X Board Exam.

It is remarkable since the school is in deep interior village. Economic conditions of students are very moderate.

REWARD Trust has teachers at High school and at primary level.

Rajasekar is REWARD Trust teacher for Tamil.

This is the certificate of appreciation for Vengampakkam Govt HS School for coming out as District first in performance. Happy to share with you all that it is the first school where REWARD ASHA collaboration started with great effort from Subashree way back in 2006. Continuing still, earlier this school had only Tamil medium but now it offers both English and Tamil medium.

Glad to share that Sowmiya class IX has qualified in the TRUST (TAMILNADU RURAL STUDENTS TALENT SEARCH) examination.

46th rank in the District.

Glad to add that Sowmiya received SMART prize for topping her class (VI) during 2010-20 and an

Glad to share that 4 students of class VIII, from schools where REWARD teachers are functioning have achieved the NMMS scholarship.

Ms. Yuvaahree - Govt Middle School Kadambadi
Ms. Rajasee - Govt Higher Sec School Pandur
Mr. Nithiich - Govt Middle School Thirukuzhukundram North
Mr. Somesh, Govt Middle School, Irumblicheri

Schools where Reward has been active excelling in the district

Students excelling in Talent Search exam
During this academic period, HMs of Govt High School, Neelamangalam and Govt Higher Secondary School, Vengampakkam that they were honoured for producing 100% pass in class X, Board Examination. It was heartening to see that REWARD trust was thanked for sustained support that paved the way for this recognition.
Activity Report

Teacher training session @ Govt High School Neelamangalam

Dr. Satyanarayana, one of the trustees and also an excellent professor introduced enquiry method of learning. Teachers were asked to raise questions about charges and current following that he went on explaining the history of electrostatics and gradually got into answering all the questions. This was followed by a session on Geometry by Mr. Sathish, Engineer, IGCAR, Kalpakkam. Teacher Divya demonstrated math teaching at the middle school level.

Prof. Satya Narayana- Enquiry way of learning

A joyful session...

Prof. Sengadir- Problem solving session
Teacher Vadivel- Reform movements 19th Centur

Teacher Sathish- introducing Fractions
Trustee Ms Megala - Digestive system

The afternoon sessions for primary teachers had methodology session by Teacher Sathish where he demonstrated how to introduce ‘fractions’. Ms. Megala Rajan Babu, Trustee, REWARD Trust presented a detailed class on ‘Digestive system’

Teachers were assigned summer project titles. The chosen topic is Aspects Indian Constitution relevant to Child rights and Education.

Math Camp

In addition the primary teachers were asked to participate in a three day math camp with an option for residential or day to day basis. 38 teachers participated and had math sessions where they could ask questions and clarify doubts.
REWARD TRUST is conducting a math camp for primary teachers serving under the Trust. The camp will go on for 3 days.
• About 1000 students (VI, VII, VIII and IX in middle, High and Higher Secondary Schools) from 23 schools will be taking up the examination. There will be 3 such tests during this academic year.
• Tests started in 2011 to motivate the students and equip them to compete with other students
• First test conducted on 11th Nov 2022, 2nd on 24th Jan 2023 and 3rd on 21st Feb 2023
• Test for teachers conducted on the last day of academic year - 28th April 2023
• Separate question paper is specially made for teachers; this year the HSc teachers are given a full 3-hour paper on the subject of their specialization

• The prize money and certificates are contributed by one of the Trustees Sri. Rajeshwaran and his wife Sarika, senior executives with Infosys.
Naarayan Rao

10 March 2023

Figure 1: SMART question paper
Site Visit

Mamta Naidu (UFlorida, Feb 28-Mar 2, 2023)
https://ashadocserver.s3.amazonaws.com/590_MNaidu
Rewardvisit03022023withvideos(1).pdf

- Visited 4 schools, and sat through classes, 9th std social science, computer class, 2nd std Maths

Vaddakvaylur school
Budur school
Annaikat high secondary
Irulumbichery school

Day 3: Annaikat high secondary School

Srikala and Ananthi had SMART test prize money and certificate distribution scheduled where they gave me the honor of being chief guest for distributing prizes & certificates. It was gratifying to be there as an Asha for Education volunteer, seeing it live where AFE dollars are being used at REWARD. Srikala and Ananthi gave such motivating speeches in Tamil (thank God for growing up with Tamilians, Keralites & Kannadigas, I could understand most of it), essence of it was to motivate students to do their best, explaining where they could reach if they tried hard, citing 13 prize winners (5 subjects) students’ examples. Ananthi explained Smart exam and achievements of last year students where one student won 16,500 Rs. Ananthi also asked students to count their breath in 5 mins where some students counted 31 and others counted 18-20, the goal was to de-stress with focus on breath, so learning to slow down with breathing was cited (figure 6, where all students were eagerly awaiting prize ceremony).
This year govt increased salaries
# Funds Utilization

## AUSTIN Dept - 2022-23

**Contribution received Rs. 13,50,000/-(Rs. 6.27% on 26/06/22 and Rs. 6.16% on 28/06/23)**

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**Note:**
- Salary retired from Mar 22
- Shailabhan shifted from Kanyakumari Proy to Vagam proy
- Kumanonan shifted from Kanyakumari HS to Prameya HS in end of July 2022
- Replacement done for Kanyakumari HS. Kept under local and shifted to foreign in the month of December 2022

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### New School taken with assurance of one year support

- Rainfall Proy
- Anbalavan Proy
- Eduauto Proy
- Anbalavan Proy
- Vagam Proy

### Remarks:
- Teacher recruited for Kanyakumari, Kanyakumari (replacement), Kanyakumari, Anbalavan, Eduauto, Anbalavan and Vagam in the month of July 2022
- Recruited to Kanyakumari in the month of August 2022
- They were under local contribution during half-year and bought new AP (AM) in the month of December 2022.

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## Receipt & Payment of Austin Chaplin 22-23

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## Austin Budget 23-24

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New ask minus surplus 1,211,500